DEAR FRIENDS,

As Kids Co.’s 2018 fiscal year began, we had to be prepared to respond to significant changes in Seattle that would impact our business. How could nonprofit childcare afford the rising cost of doing business in the Seattle Metropolitan area while still providing quality care? How do we secure our designated space on elementary school campuses? How do we support the Kids Co. Scholarship Fund in order to provide tuition assistance for kids from low-income families?

It would seem the tides of the time were not in our favor. Seattle’s minimum wage requirement drastically changed our operating costs. The McCleary Decision mandate to reduce class size to 17 kids in grades kindergarten through 3rd grade meant childcare space was being reapropriated for classrooms. The changes in the IRS tax code related to charitable giving seemed to give less incentive to donate.

These challenges, although on the surface seem like insurmountable obstacles, were met head on with solutions generated by Kids Co.’s leadership. Together they developed creative strategies and made hard choices, but in every decision kept the children in our care as the central focus.

This is why I volunteer at Kids Co., and I am continually impressed and inspired by how professionally it is run and how deftly the leadership adapts to change. I give unfettered credit to the women who lead Kids Co. Their devotion to the kids and their families, and their commitment to sound business practices is core to Kids Co.’s success.

Kids Co. has earned a reputation of high quality at all levels. As you read these pages and learn more about the organization, keep in mind that by donating to Kids Co. you are changing kids’ lives in wonderful ways.

Thank you,

John Hoverson
Board Chair
2016–present

FISCAL YEAR 2018 & 2019
KIDS CO. BOARD OF DIRECTORS
EXECUTIVE COMMITTEE
John Hoverson, Chair
Joe Jornadal, Vice-Chair
Jonathan Siegel, Treasurer
Lauren Offenbecher, Secretary
Susan R. Brown, Ex-Officio
Shanda Boyett
Katrina Johnson
Shawn Larsen-Bright
Katy McNaughton
Bart Wilson

Play is often talked about as if it were a relief from serious learning. But for children play is serious learning. Play is really the work of childhood.

- Fred Rogers, Television Personality
DEAR FRIENDS,

In 1989, when I started Kids Co., I never would have imagined that my vision of a small, nonprofit childcare, serving 30 kids would grow into a childcare movement reaching over 1400 kids from all backgrounds throughout Seattle and Mercer Island.

Back then, I was a recent UW School of Communications grad with aspirations of becoming a lawyer. My path changed when I started working in childcare. My passion for the children and their families led me to obtain an Early Childhood Management Certificate from South Seattle Community College (with a couple of accounting classes too) and soon after, I decided to create Kids Co., a nonprofit childcare that never turns a child away due to their families’ ability—or inability—to pay.

As a young woman in my mid-20s, who had never run a business, I stepped into this dream unaware of some of the challenges that are inherent in starting a nonprofit business. What was foremost in my mind was to create a progressive childcare organization that put the kids first in every decision made. I hope this doesn’t sound arrogant but it never dawned on me that every challenge, problem or obstacle that came before us couldn’t be overcome. Frankly, it never crossed my mind that this endeavor was a giant risk and that we might fail. I just knew I had to do it. And I was confident we would succeed.

Thanks to the many experts along the way who gave me sage advice and mentorship, I learned how to start an entrepreneurial venture, run a business successfully, and gained many new skills along the way. Skills in negotiation, building alliances (I’m a born introvert!), adapting to changing rules and regulations, strategic thinking and planning, managing people, business development, and becoming a member of the C-Suite.

All of this took a considerable amount of risk, grit, and perseverance—something that is mostly attributable to men and rarely to women, especially women in childcare.

Throughout our annual report, we’ll be exploring these challenges as well as celebrating the women, and the men, of Kids Co. who make us a leader in childcare. This includes the staff, board, volunteers, friends, and donors. Although our individual relationships to Kids Co. are unique, our joined forces have created a childcare business that is fearless, compassionate, and an advocate for kids in our community.

I’m proud of what we have built together over the past 29 years.

With the warmest of hearts,

Susan Brown
President and CEO
1989–present
Women are not new to leadership; think of Joan of Arc, Althea Gibson, or Gloria Steinem. Still women are outnumbered by men in the most prestigious positions, from Capitol Hill to the board room.

**Kids Co. is a women led, person of color organization.**

It was a natural progression for Founder, Susan R. Brown, who, after working in a for-profit childcare, dug in her heels, rolled up her sleeves, and created a place for children where all are welcome—no matter what their family’s economic circumstance. The frustration, anger, and sorrow she felt for the families that were turned away from care at her prior employer, who enrolled only families who could pay full-tuition, set the wheels in motion for what is now Kids Co.—a multi-site childcare organization taking care of over 1,400 kids annually and giving up to $500,000 in tuition-assistance a year to families in need.

Over the past 29 years Susan has hired and mentored strong people, especially women, to work alongside her in creating a high quality childcare organization that always puts the kids’ needs above all else. The decisions made are not beholden to a shareholder but to the children who need care while their parents work. It’s not babysitting but a structured environment focused on play based learning that helps children develop the necessary skills to prosper in school, participate in community, and some day in the future, get that perfect job.

Kids Co. invests in its staff to ensure they have the appropriate tools to work with kids. This includes training in Positive Behavior Support, Active Shooter, and Undoing Institutional Racism.

The company believes in hiring not only the best staff, but ones of cultural diversity. This is important because our workplaces and schools increasingly consist of various cultural, racial, and ethnic groups. Learning about other cultures helps us understand different perspectives within the world in which we live. In childcare, it also lets the kids have teachers and mentors who bring them new perspectives.

**Let’s meet two of Kids Co.’s leadership team.**

**Marjean McCraw**

*Director of Operations*

Marjean McCraw started her career in children and youth development at the ripe old age of fourteen as a junior counselor. Marjean continued working in youth development throughout high school and college. There’s no doubt that working with kids was a seed that took root in her teens. Marjean’s career goals have taken her from junior counselor, to program manager working with middle and high school teens, to Director of Operations at Kids Co. where she oversees the programming at all Kids Co. locations. Marjean plays a pivotal role in Kids Co.’s expansion to new communities as she has opened two brand new programs—Kids Co. at Cedar Park and Kids Co. at Decatur—while also moving Kids Co. at Cascadia to their new school with the addition of a preschool program. Her natural abilities to lead, her entrepreneurial spirit, and her “never give up” attitude are the cornerstone of Marjean’s success. All of which are required to navigate the ever-changing childcare licensing rules and the constant space challenges Kids Co. faces within public elementary schools that impact our business. Marjean, being the amazing person that she is, handles every challenge that comes before her with grace and ease.

**Kristina Ruiz Broyer**

*Regional Manager*

Kristina Ruiz Broyer’s professional career has been in childcare. Kristina is extremely driven, which served her well as she earned promotions that took her from preschool teacher to director to Food Program Administrator III overseeing the Child and Adult Care Food Program (CACFP) across four states. Kristina is a “take action” leader. Soon after she was hired at Kids Co. as a regional manager she developed and implemented a new transportation program for Kids Co.’s summer day camps. Chartering buses and coordinating trips between all of Kids Co. summer programs made it possible for Kids Co. to give kids far more enriching and unique experiences. Kristina is extremely skilled at leading change, which she demonstrated when she totally re-vamped how Kids Co. manages after school clubs at South Shore PreK-8, Cascadia, and Decatur elementary schools while simultaneously expanding after school clubs to Graham Hill, Cedar Park, and Daniel Bagley elementary schools.

With perseverance and grit, Marjean, Kristina, and the 14 program managers they mentor are molding Kids Co. to be a powerhouse childcare that caters to families in the fast paced and changing world we live and work in. Their care and commitment to excellence, combined with business savvy, are leadership traits that will raise Kids Co. to new heights.

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**THANK YOU!**

Marjean, Kristina, Cassy, Vanessa, Jeneane, Miranda, LaFawnda, Courtney, Monica, Gerleza, Sammi, Natalia, and Brittany for showing our kids how to be caring and inspirational women leaders.
Providing tuition-assistance to families, who otherwise could not afford Kids Co.'s care, has been a foundational cornerstone since we opened in 1989. Our Kids Co. Scholarship Fund is:

- good for the parents and guardians so they can go to work or school knowing their kids are in safe care
- is good for business because employees have consistent reliable childcare so they can be focused on their work every day
- most importantly, the Kids Co. Scholarship Fund makes it possible for kids from financially stressed homes to attend a high-quality program that gives them a sense of belonging, provides academic support, makes learning more fun, and lets them play like a kid!

This year Kids Co. tried something new — we invited our friends and families to join us on March 3, 2018, for a wine tasting and auction. This was a French-inspired event complete with:

- Live DJ (thank you, DJ Abbie, from KEXP)
- Wine Ring Toss — a kid inspired game where guests tossed rings to hopes of winning a bottle of wine
- Food & wine pairings
- High-end (and delicious) taco bar from The Matador (thank you Chef Charles Dobbins)
- Silent auction — check out our donor list on pages 7-8 to see all the generous people and companies who made it fantastic
- More wine to taste! — all thanks to Precept Wines
- Over 100 guests!
- Loads of fun all in support of the Kids Co. Scholarship Fund!

The Kids Co. Scholarship Fund is available and used in all 14 of our centers but two of them, Kids Co. at Graham Hill and Kids Co. at South Shore (both in Southeast Seattle) have the greatest need with up to 70% of students gaining access to Kids Co. through our scholarship program.

According to center program managers, Ms. Gerleza and Ms. Sammi, many of their students come from insecure home situations. This could mean separated parents, parents who cannot see their kids at all, kids that are fostered by various family members, or families who are one financial hurdle away from homelessness. It’s a long list, and one the program managers and families alike don’t dwell on because they know, while the kids are at Kids Co. they are safe, supervised, and having fun. It’s the Program Manager and staff’s mission to attend to the “whole kid,” (an educational approach defined by policies, practices, and relationships that ensure each child, in each center, in each community, is healthy, safe, engaged, supported, and challenged). As the Kid Co. Scholarship Fund provides kids from all walks of life access to care, the staff concentrates on learning experiences that will prepare them for school and life.
Kids Co.’s very first center, opening in 1989, is Kids Co. at Adams right on-site at Adams Elementary School. Although deemed a “roll-away” program—one that, instead of having a designated childcare space, literally rolls its program (as in carts on wheels) out of and into the cafeteria every day—Kids Co. at Adams successfully provides a safe and exciting after school-space, serving 46 kids ages 5-12.

Ms. Cassy loves that she has Inspire Exploration funds to use, especially for enhanced programming on early dismissal Wednesdays (when school ends at 2:10 pm) and makes the 75 additional minutes of that day special.

One of Ms. Cassy’s students connected so intensely with the music classes that she spoke with the child’s mom to get him further involved in music. Now, he’s in the school choir!

Ms. Cassy’s goal is, “to give kids, regardless of their economic background, the opportunity to have experiences they may not have outside of Kids Co. and to allow them to find new areas of interest that they may want to pursue on their own.”

HIGHLIGHTS INCLUDE:

- **Mad Science** – To help students learn about the 3 states of matter and the density of different gases, kids sat in a tight circle around dry ice, trapping the dry ice fog and making a human cauldron.

- **Massive Monkey’s Break Dancing** – This was an especially huge hit with the boys! Dance teaches kids endurance, flexibility, coordination, and motor skills while allowing them to practice self-expression.

- **Music Center of the North West** – One week they brought a percussionist to teach percussion with bongos and shakers while they sang an African folk song. Music ignites skills for school readiness including intellectual, social-emotional, motor, language and overall literacy.

**WE RAISED**

$26,130

A 5-day online fundraiser to support Kids Co.’s enrichment programs

MARCH 14–18, 2018
One of the key features of Kids Co. summer day camps are the field trips. We take our kids out to experience the things they are learning about in the real world. Building upon the activities and offerings at the Kids Co. centers, we take our kids to a variety of locations and experiences in the Greater Seattle Area. Hotspots in the Puget Sound region for field trips include a Seattle Mariners Game in SODO, the Kangaroo Zoo in Arlington, or visiting the Museum of Glass at Seattle Center (and then jumping in the International Fountain). Our kids love field trips. The one thing that makes it all possible—safe and reliable transportation!

Although Metro is an inexpensive alternative (and a great learning experience for the kids) city buses often can’t accommodate 30+ kids, aren’t on the same schedule as the activity, the closest stop is blocks away, and it isn’t the safest way to travel with kids. Chartered buses are the answer, but they don’t come cheap! The cost to charter one bus for the summer is $16,000, and for a nonprofit childcare, a big bite out of a tight budget. Our answer—a fundraiser specially designed to underwrite the bus rental and Get On The Bus was born—Mission: Field Trip Wheels!

Kids Co. at Cascadia, in the Northgate neighborhood, takes full advantage of our chartered bus. Read on to hear what the program leader has to say about secured transportation.

**DAILY INCENTIVE PRIZE DONORS:**

Argosy Cruises, Chipotle, and the Seattle Storm

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**SPOTLIGHT**

Vanessa Kitchner
Kids Co. at Cascadia
Program Manager

“Chartered buses are great for a number of reasons! One of the best things is that we are able to travel further and explore more of the Puget Sound area, as opposed to just being confined to certain areas of Seattle. It also allows us to change up our field trips more regularly so we don’t feel like we are doing the same thing every summer or school break. It is also fun to be able to ride the bus with other Kids Co. sites and make new friends!”

During the summer camps of 2018 Ms. Vanessa was instrumental in organizing both a Field Day at Woodland Park—a day of fun and outdoor games for all 8 of our summer day camps, and a Penny Carnival at Kids Co. at Cascadia—a twist on the old-school carnival where campers could win fun prizes by playing games for a penny!

Both of these multi-camp events would not have been possible without chartered buses and the support of Get On The Bus funds!
SIMPLY PUT, if it wasn’t for Kids Co.’s faithful supporters, we wouldn’t exist as we know it. The businesses, foundations & organizations, and individuals mentioned at right allowed us to enhance our programs, charter field trip buses, and (most importantly) provide tuition assistance to 147 kids from low-income homes.

THANK YOU!

BUSINESSES
AlphaGraphics
Bader Martin, PS
Dorsey & Whitney, LLP
F5 Networks
Gravity Payments
HomeStreet Bank
Karp Business Law
MC1 Financial
Monkey Fist Marine
NVP Realty
Precept Wine
UBS Financial Services
Umpqua Bank

FOUNDATIONS & ORGANIZATIONS
AmazonSmile Foundation
America’s Best Local Charities
Benevity
The Dorsey & Whitney Foundation
Jewish Federation of Greater Seattle
League of Education Voters
Moccasin Lake Foundation
Network for Good
Nordstrom Charitable Giving
PayPal Giving
Quota International of Kent Valley
School’s Out Washington
The Seattle Foundation
Tulalip Tribes Charitable Fund
United Way of King County
US Charitable Gift Trust
Walt Disney Company Foundation
Windermere Foundation

INDIVIDUALS
Amy Abramski and Owen Hay
Edgar Acevedo
Irene Adler
Damon Agnos
Amanda Allen and Eric Rucker
Ashley Allen
Erwin Analau
Anonymous (19)
Jan Archer
Christian Arnold
Amy Baemstein and Melanie Tratnik
Amanda Bakke
Mark Balter O.D.
Cristina Barbieri
Colleen and Scott Barneson
Candace and Nigel Barron
Samantha and Jeremy Barth
Eric Bartlett
Christy Bates
Nikli Baustista
Maria and Jan Beck
Sherrie Belt-Hart and Darius Hart
Megan Benner and Zubin Vasavada
Jeffrey Bentley
Lindsay and Dalton Bergan
Hannah and Gabriel Berson
Shipi Bhari and Partosh Desiraju
Natasja Billau and Philip Breesch
My Linh Bòi
Joan and Mike Bonnell
Esther Booker
Alice Bossart
Shanda Boyett and Christopher Bonnstetter
Bobbe and Jon Bridge
Janis Bridge
Kathy Bright
Irene and Ken Broman
Lauren Brooks
Diana and Rowland Brown
Susan and Jim Brown
Uyen-Vi Bui and Truc Trung Nguyen
Karla Bunnell
Nicole Burnett
Maria Busch and Kevin Undahl
Diana Carey
Lind Carr
Melodie and Richard Castillo
Cherry Cayabyab and Ian Dapiaoen
Jean Chaback
Harini Chakravarthy and Srivathsan Varadarajan
Sapna Cheryan and Girdharth Shivaram
Doug Chidggy
Sung Eun Choi and Jin Ki Lee
Adreienne and Jeremy Clem
Jolenta Coleman and James Bush
Sandra and Gardner Congdon
Elizabeth Corbett
Sarah Cox and Aaron Orheim
Charlotte and Brian Crockford
Catherine Crowe
Donald Crump
Sally Darby and Michael Sheffield
Suzie Darst
Char Davies
Zachary Davison
Kelly Dayan
Purnima Dhawan
Austin Dickman
Elenor Doforedo
Jennifer Donaulhe and Sarah Howell
Elizabeth and Matthew Donohoe
Nicole Dowding
Mindy and Michael Drake
Monica Drumrey
Teresita Duggins
Caitlin and Nick Echelbarger
Alison and Matthew Ehrlichman
Ann and Derek Emerson
Mimi and Todd Fairchild
Tinamarie Feil
Margaret Fleet and Brian Palen
Marina and Lorcan French
Amanda and Geoff Froh
Lyndsey and Kamal Garg
Misun and Chris Gerrick
Margaret Glowacki
Veronika Glukhova and Doug Seitz
Geoff Godfrey
Benjamin Greenberg
Shidan and Scott Greene
Wendy Gross
Mollie and Joel Grow
Kell Gustaf and Toby Jensen
Daphne and Yuji Hakuno
Malia and Phil Hardin
Samuel Harrell
Lisa Hayward and Sean Watts
Beth and Matt MacLean
Barbara and Donald Madsen
Kimberly Malone and Jim Decker
Anna and Mirko Mandic
Lara Mangravite and Chris Dawe
Marie and Jeffrey Marotta
Jennifer and Aaron Martin
Tania Martinez-Lemke
Emi Manoyama
Megan and Dennis McCormick
Marjean McClain
Rebecca and Darin McKeown
John Meek
Judith Meier
Megan Mele and Stephen Salipante
Erik and Ryan Metzger
Mindy Milton
Savanna Milton
Anita Mishina
Safia Mohamed
Chris Morningstar
Elizabeth Morrison and Richard MacDonald
Jennifer and Ryan Mrazik
Michelle and Howard Mun
Whitney and Paul Murphy
Lisa Nilis and Phil Garfin
Christina Nelson
Katherine Nguyen-Nag and Braden Nago
Rob Nickles
Jeanette Norlander
Douang Northaveth
Nikki and Michael Norvell
Samuel Notarianni
Brendan O'Brien
Lauren and Cooper Offenbecher
Mari and Peter Offenbecher
Erica Orr
Shashi Pahaja and Pod Sumeet K. Behl
Barbara Paige
Michele Paparelli and Ale Marseglia
Annie Pardo and Jake Rohr
Marianne Parks and Michael Ross
Teresa and Anand Patani
Megan Pedersen and Chris Anderson
Jennifer and Matthew Percy
Miruna and Cristian Petrescu-Pratuva
Donna and Kenny Pittman
Molly Price
Allison Rabbit and Nicholas Dorman
Nadia Rata
Kelly and Jeremy Reding
Carrie Richard and Brian Gugino
Kimberly and Charles Richmond
Julia Robinson
Lauren and Michael Rose
Megan Roseman and Nicolas Michal
Tamara Rosbach
Jeanne Rupert
Lori Rutman and Hugh Keegan
Keiko Schlegel
Julie and Aaron Schneider
Tamara Schuller
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Suzanne and Michael Selhorn
Taunya and Frans Sell
Jena and Scott Shapiro
Tracy Shearer
Skiyar Sherwood and Brian Eskridge
Lissa and Morgan Shook
Nancy Shore and Jewell Rutledge
Jessica Shuben
Sejin and Jonathan Siegel
Rosanna Sim and Isham Reavis
Ryan Simmons and Robert Newman
Karly and Kevin Skillstead
Fred R. Smith
Judy Smith and Thomas Glans
Nancy Lee Smith
gretchen snekey and Richard cook
Pamela Spaulletta and James Molloy
Jane and Jay Spencer
Jeffrey Spencer
Leeann and Douglas Steding
Teresa and Aaron Stern
Amanda Striegel and Matthew Sorensen
Shanika Strings
Kristin and Kyle Sugamele
Frank Swiderski
Stefan Szpajda
Amber Tabares
Eiko and Keith Tang
Aster Teterfi
Devon Thagard
See Wan Tham and Raman Arora
Gary Thomas
Traci Timmons and Paul Herrin
Carrie Todd
Amanda Trainum
Lynn Tripoli Young
Danielle Troy
Janice Tsai and Richard Sharp
Monica Tumamba
Melanie Van Gelder
Christine VanBuskirk
Munkhtuya Vandan
Francesca and Timmy Vasquez
Anna Victoria and Mike Gholson
Claire and Michael Vitolo
Queenie Vong and Wai-Hang Leung
Amy Wales and Erik Pearson
Lyndie Wals
Pamela and Kenneth Ward
Joan and James Watt
Jump Westling
LaFawnda Williams
Cynthia and Bart Wilson
Joshua Yockey
Mina Yoo and Mark Whitmore
Jenny Yoo
Dana Youlin and Robert Culp
Michelle Zeasman and Chris Gibbon
Jenni Zhang and David Chen

IN KIND GIFTS

Anonymous
Argo Cruises
Associated Energy Systems
Amanda Bakke
Ballard Blossom
Beecher’s Handmade Cheese
Ben Bridge Jewelers
Jeffrey Bentley
BooItyland Kids
Susan and Jim Brown
Kristina Broyer

Caffe Ladro
Card Kingdom Head Quarters
Cash & Carry #559
Cash & Carry #562
Doug Chidgey
Chipotle Mexican Grill
Sharon and Ken Clay
Columbia Tower Club
Costco Wholesale-Issaquah
Costco Wholesale-Kirkland
Costco Wholesale-Woodinville
Catherine Crowe
ETQ Coffee
Ethan Stowell Restaurants
Farm & Larder
Gravity Payments
Mary and John Haverson
iFLY
Ivar’s
Joseph Jornadal
KAVU
Christina Larsen and Shawn Larsen-Bright
Massaggio Gaiole
McMenamins
MoPOP
Museum of Flight
Lauren and Cooper Offenbecher
OpperMelang Restaurants
Pacific Jazz Institute and Dimitriou’s Jazz Alley
Paint the Town
Pecado Bueno
The Pizza Coop & Ale House
Pogo Rides
Pequitos
Porkchop & Co.
Precept Wine
Re-Play
Retroactive Kids
Rhein Haus
Christina Rock
Rocket Taco
Rocksbox
Salt Blade
Seattle Children’s Theatre
Seattle Mariners
Seattle Pop’s
Seattle Repertory Theatre
Seattle Seahawks
Seattle Shakespeare Company
Seattle Storm
Simply Real Health
Space Needle LLC
Sparking Ice / Taking Rain
Stevens Pass Mountain Resort
Stoup Brewing
Tom Douglas Seattle Kitchen
Town & Country Markets
Trader Joe’s - Ballard
Trader Joe’s - Queen Anne
Janice Tsai and Richard Sharp
Two Doors Down
Two Men And A Truck
Uwajimaya, Inc.
Virus Importing
Vision Service Plan
LaFawnda Williams
Cynthia and Bart Wilson
ALLOCATION OF FUNDS RECEIVED FOR FISCAL YEAR 2018

- **10%** Management and General
- **2%** Fundraising
- **88%** Current and Future Needs

**STATEMENTS OF ACTIVITIES**

**August 31, 2018**

**Revenue and Support:**
- Program Service Fees, Net $3,861,334
- In-Kind Contributions 163,428
- Contributions 119,800
- Miscellaneous Revenue 1,793
- Investment Income 2,975

Total Revenue and Support $4,149,330

**Expenses:**
- Program Services 3,676,927
- Management and General 434,167
- Fundraising 93,547

Total Expenses $4,204,641

Change in Unrestricted Net Assets (55,311)

Unrestricted Net Assets, Beginning of Year 611,456

Unrestricted Net Assets, End of Year $556,145

**STATEMENT OF FINANCIAL POSITION**

**August 31, 2018**

**Current Assets:**
- Cash and Cash Equivalents $829,768
- Accounts Receivable, Net 47,958
- Prepaid Expenses 58,110

Total Current Assets 935,836

**Property and Equipment, Net 51,057**

Total Current Assets $986,893

**LIABILITIES AND NET ASSETS**

**Current Liabilities:**
- Accounts Payable $65,082
- Accrued Salaries and Payroll Taxes 129,881
- Compensated Absences 144,266
- Refundable Deposits 59,600
- Unearned Program Fees 28,495
- Lease Incentive, Current Portion 790

Total Current Liabilities 428,114

**Lease Incentive, Less Current Portion 2,634**

Total Liabilities 430,748

**Unrestricted Net Assets 556,145**

Total Liability & Net Assets $986,893

**ASSETS**
Although our annual report focuses on the women in leadership at Kids Co., we would be remiss if we didn’t give a “shout out” to the dynamic and talented men on the leadership team. Men in childcare is rare, period. At Kids Co., we specifically seek out male talent so that Kids Co. presents a well-rounded, diverse work force to our kids. Admittedly, some on our team felt it a little unfair to focus so highly on the women leaders at Kids Co. but as Doug Chidgey, Regional Manager, so aptly put it, “It might not be a rarity in our field to find women in leadership but with so few women managers, directors, and CEOs in companies across all industries, I can step back and worry about my gender equity when theirs [women’s] finally arrives.”
KIDS CO. CENTER LOCATIONS

Kids Co. at Adams, Ballard (inc. 1989)
Kids Co. at Cascadia, Northgate (inc. 2012)
Kids Co. at Cedar Park, Lake City (inc. 2018)
Kids Co. at Decatur, Wedgwood (inc. 2018)
Kids Co. at Graham Hill, Seward Park (inc. 1991)
Kids Co. at Island Park, Mercer Island (inc. 1995)
Kids Co. at John Hay, Queen Anne (inc. 1990)
Kids Co. at Lake Ridge, Mercer Island (inc. 1995)
Kids Co. at McDonald, Greenlake (inc. 2010)
Kids Co. at Northwood, Mercer Island (inc. 2016)
Kids Co. at Queen Anne, Queen Anne (inc. 2011)
Kids Co. at South Shore, Rainier Beach (inc. 2002)
Kids Co. at TOPS, Capitol Hill/Eastlake (inc. 1991)
Kids Co. at West Mercer, Mercer Island (inc. 2014)

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www.kidscompany.org

FOLLOW US:

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@KidsCoWA
Kids-Co-
kidsco.wa

The America’s Best Charities Seal of Excellence is awarded to charitable organizations that meet the highest standards of public accountability, program efficiency, and cost effectiveness. Applicant charities must provide evidence of their program activities and demonstrate the benefit of their services. These standards include those required by the US Government for inclusion in the Combined Federal Campaign, probably the most exclusive fund drive in the world. Of the 1,000,000 charities operating in the United States today, it is estimated that fewer than 50,000 or 5 percent, meet or exceed these standards, and, of those, fewer than 2,000 have been awarded this Seal. Kids Co. is one.

Photography Credits:
Kids Co. Staff

Evergreen Children’s Association, dba Kids Co., is a 501(c)(3) nonprofit registered in the State of Washington (Tax Id #91-1450148).